

# Leading the Languages Faculty

## The challenge of balancing advocacy, management and personalities

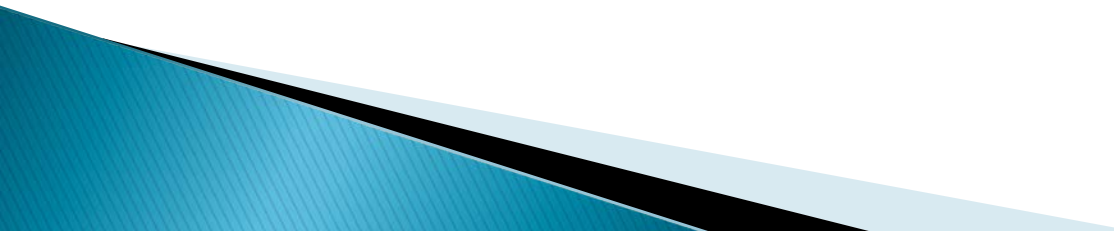
Presented by:

Bev West

Head of Senior School

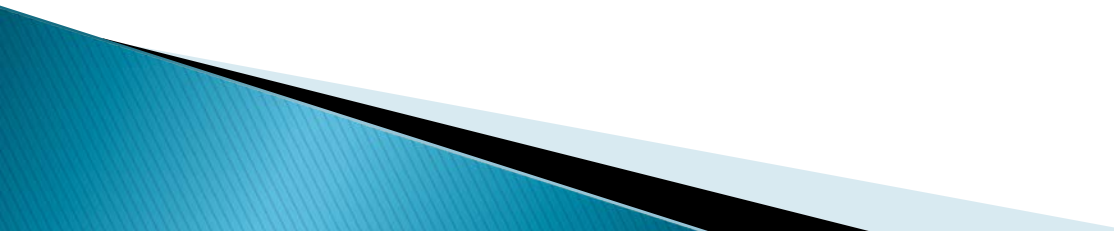
Kinross Wolaroi School

Friday 18 July 2014

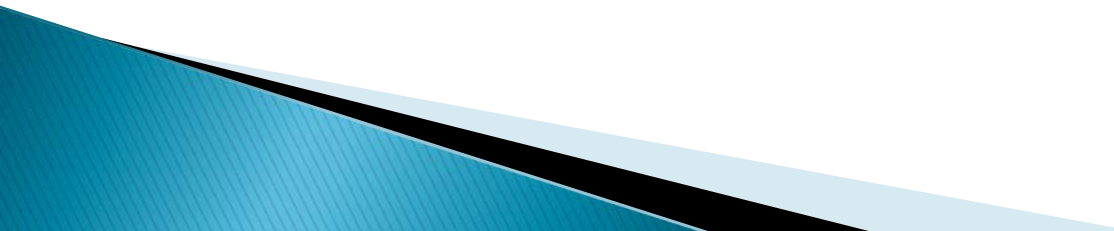
- ▶ Advocacy
  - ▶ Management
  - ▶ Personalities
- 

# ► Advocacy

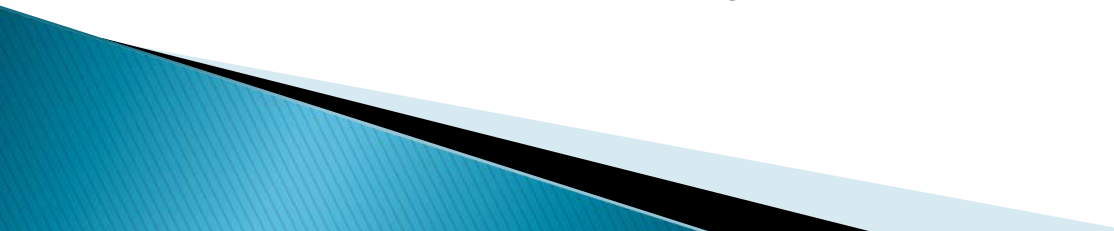
# *Characteristics of the typical Languages HOD...*

- ▶ huge passion for languages and commitment to their value within the curriculum
  - ▶ have a missionary zeal and most HODs see advocacy as their most important function
  - ▶ work hard and put in long hours
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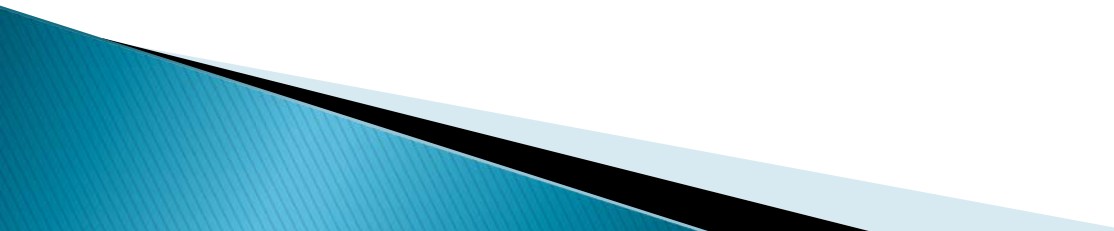
# *What to do to establish and/or maintain your personal credibility...*

- ▶ know your context
  - ▶ have to walk the talk and look the part
  - ▶ try to see the big picture but don't be shy about the value of your faculty/subject area and its intellectual and PR worth
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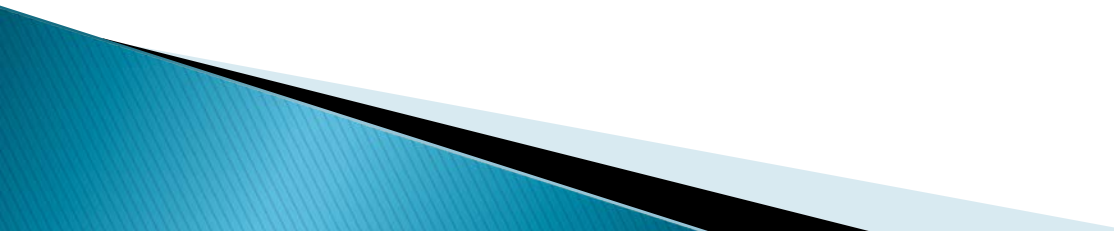
# *What to do to establish and/or maintain your personal credibility...*

- ▶ know and abide by your school's policies
  - ▶ be an active supporter of and contributor to your school's Performance Development/Appraisal program
  - ▶ do things that are outside your faculty area
    - take a netball or soccer team, make cakes for the fête, adjudicate a debate
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# *What to do to establish and/or maintain your personal credibility...*

- ▶ be part of a network or team beyond your school
  - ▶ keep and nourish your sense of humour
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# *The potential dangers ...*

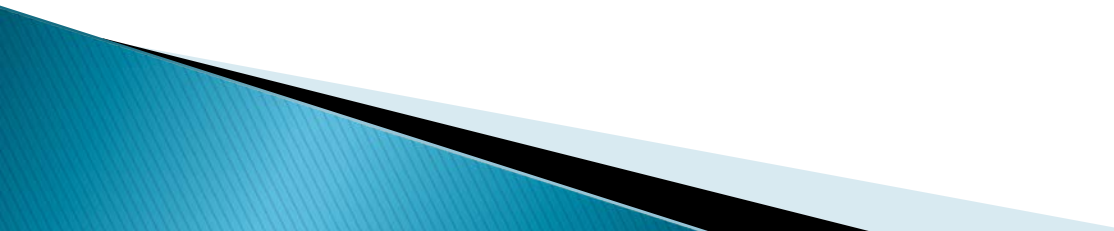
- ▶ siege mentality and silo mindset
  - ▶ taking our 'failures' too personally
  - ▶ losing perspective
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## *The potential dangers ...*

- ▶ taking our work issues home
- ▶ successful advocacy can lead to quantity vs quality dilemmas

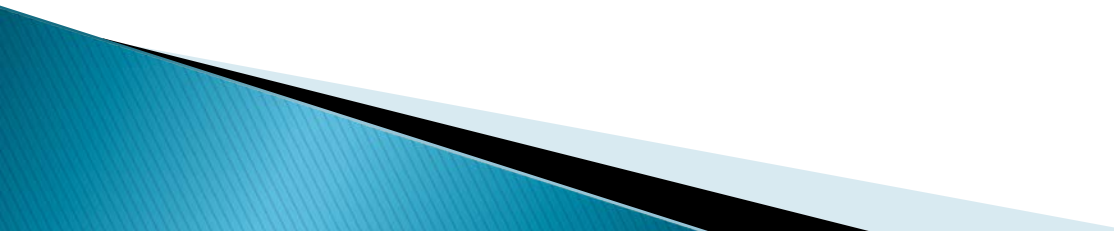
# ► Management

# *Management...*

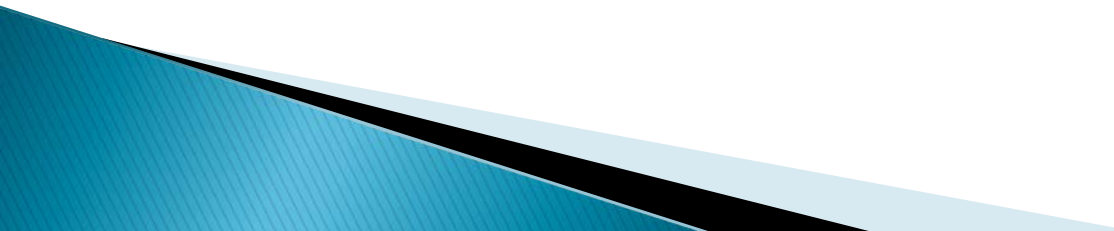
- ▶ administrative requirements do matter!
  - ▶ time management (personal and professional)
  - ▶ management of parent dissatisfaction
  - ▶ faculty meetings
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# ► Personalities

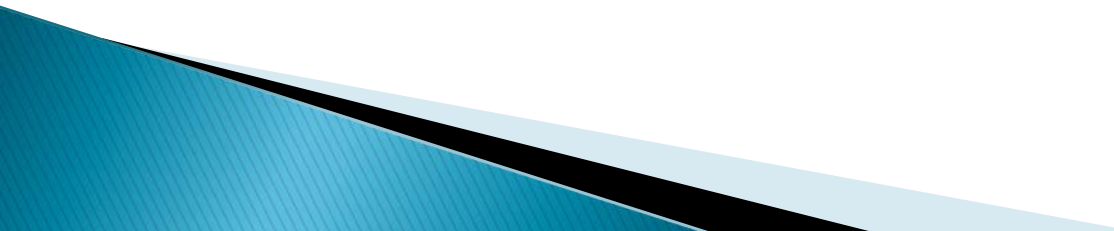
## *Your staff...*

- ▶ Can make or break your languages program
  - ▶ Teacher credibility
  - ▶ Difficult conversations
  - ▶ Big egos but no self-esteem
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## *Other HODs...*

- ▶ Always be courteous and respectful – you catch more flies with honey than with vinegar
  - ▶ Speak up in HOD meetings but not so loudly that you cause resentment
  - ▶ Investigate cross-faculty cooperation – complementary topic areas, ideas for programming and assessment
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## *The Principal...*

- ▶ Is potentially your most valuable ally
  - ▶ Speak to him/her often and constructively
  - ▶ Always speak positively about him/her in the public domain
  - ▶ Will appreciate a solution focus
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Thank you